

Personnel

Mission Statement

The Personnel Department partners with departments and employees to hire, compensate, support, and develop a diverse workforce that is dedicated to delivering high-quality services to the community.

Key Services

Employment services, employee development, labor relations, benefits & wellness, employee safety, classification & compensation, and HR policy and records maintenance

Qualified Applicant Pool (Minority)

Target: 28%

YTD Average: 47.9%

Goal:

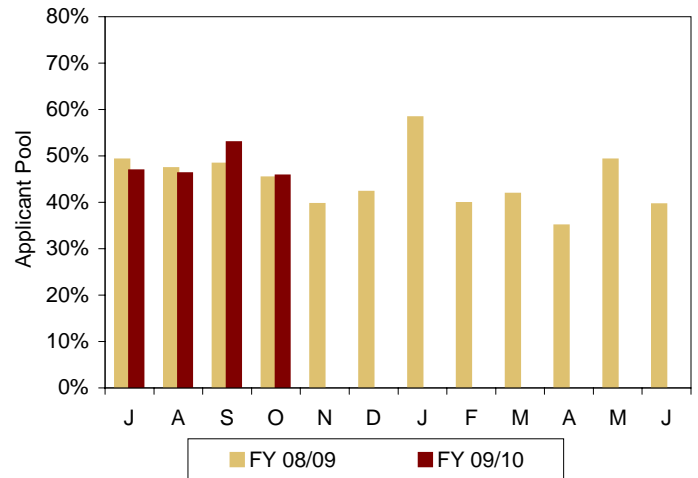
Establish a qualified and diverse applicant pool

Target:

The citywide eligible applicant pool should reflect parity or greater to Maricopa County Labor Market Availability (LMA) for minorities which is currently 28.0%

Significance:

A qualified and diverse employee base, reflective of the community, ensures high quality services to our customers/residents.



Qualified Applicant Pool (Female)

Target: 44%

YTD Average: 46.4%

Goal:

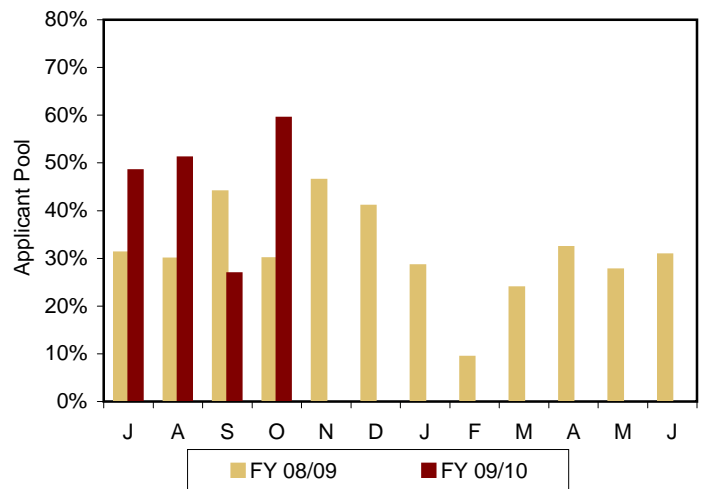
Establish a qualified and diverse applicant pool

Target:

The citywide eligible applicant pool should reflect parity or greater to Maricopa County Labor Market Availability (LMA) for females which is currently 44.4%

Significance:

A qualified and diverse employee base, reflective of the community, ensures high quality services to our customers/residents.



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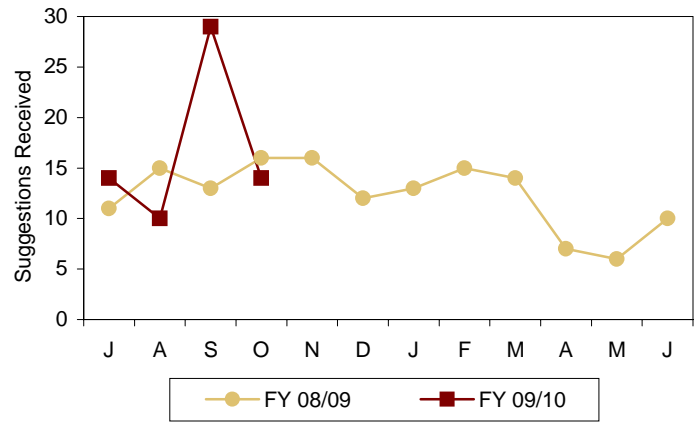
Innovation & Improvement

Target: 116	YTD Received: 67
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Goal:
Increase the number of employee suggestions received

Target:
116 or more employee suggestions received

Significance:
Increasing the number of employee suggestions provides employees with an opportunity and an incentive to improve efficiency of city operations and services.



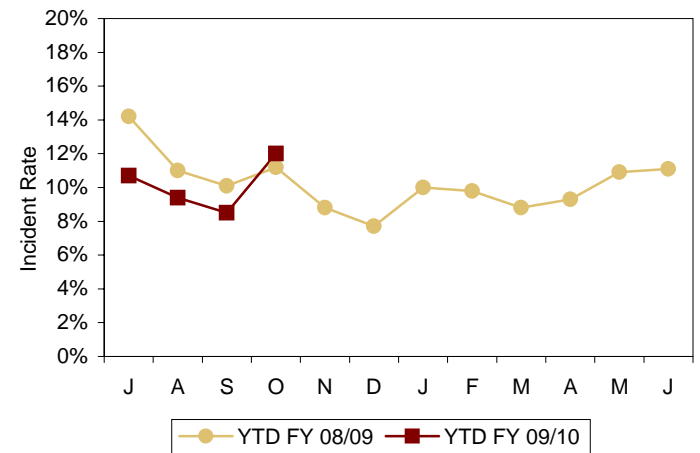
Employee Safety

Target: 9.7%	YTD Average: 10.2%
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Goal:
Administer and promote employee safety by reducing the Workers' Compensation Incident Rate

Target:
9.7% or less Workers' Compensation Incident Rate

Significance:
The Safety Section's efforts are aimed at accident and injury prevention. The target for FY 09/10 is to have a Workers' Compensation Incident Rate year-end average of 5% less than the FY 08/09 rate.



Employee Turnover Rate

Target: 6.5%	YTD Average: 6%
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Goal:
Maintain an employee turnover rate at par with, or lower than, the Public Administration sector in Arizona (reference: U.S. Census Bureau - QWI).

Target:
6.5% or lower, as reported by the U.S. Census Bureau

Significance:
A lower employee turnover rate is indicative of the positive impact of employee retention efforts.

